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SALARY SCHEDULES OF PROFESSIONAL PERSONNEL

MARYLAND PUBLIC SCHOOLS

1980-81

Office of Management Systems

DIVISION OF ADMINISTRATION
MARYLAND STATE DEPARTMENT OF EDUCATION
200 WEST BALTIMORE STREET
BALTIMORE, MARYLAND 21201

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SALARY SCHEDULES OF PROFESSIONAL PERSONNEL: MARYLAND PUBLIC SCHOOLS
1980-81

PART	TITLE
I	Local Salary Schedules for Teachers
II	Maximum Salaries Provided Under Present Salary Schedules for Selected Positions
III	Salary Schedules for Principals, Assistant Principals, and Supervisors

Part I

Local Salary Schedules for Teachers: Maryland Public Schools: 1980-81

Local Unit	Bachelor's Degree			Additional Allowance over Bachelor's Degree*			
	Salary		Number of Steps	Master's Degree with Advanced Professional Certificate	M's Degree +30 Hours	M's Degree +60 Hours	Doctor's Degree
	Minimum	Maximum					
Allegany	$ 11,440	$ 18,380	14	$ 430-1,650	$ 1,890-2,300	$ 2,400-2,810	$ 3,350-3,760
Anne Arundel	11,846	19,891	11	1,442-2,211	2,271-3,208	-	3,500-4,437
Baltimore City	11,340/	18,903/	18	695-1,245	1,440-2,052	-	2,296-3,151
Baltimore	11,930	18,276	10	910-5,498	1,820-6,538	2,390-7,058	2,840-7,577
Calvert	11,830	18,123	10	1,234-3,763	1,234-4,998	a	a
Caroline	11,110	16,510	14	660- 924	1,540-1,848	-	2,040-2,348
Carroll	11,174	18,214	14	1,006-1,229	2,011-2,234	-	2,811-3,034
Cecil	11,268	18,614	15	950	1,450	2,050	2,300
Charles	11,830	17,520	10	1,270-4,290	-	-	-
Dorchester	11,000	16,264	12	1,000-2,568	1,000-3,638	-	1,000-4,708
Frederick	11,463	17,768	12	1,146	-	2,292	3,292
Garrett	10,829	15,802	14	0-1,983	0-2,483	0-2,983	0-3,483
Harford	11,693	19,155	15	1,110-2,043	2,222-4,087	-	2,722-4,587
Howard	11,342	19,965	/12	1,234-2,643	1,763-3,219	-	2,351-3,862
Kent	11,790	18,140	15	690-1,390	1,030-1,740	1,380-2,080	-
Montgomery	12,103	18,637	10	1,452-5,931	2,419-6,898	-	-
Prince George's	12,014	16,459	7	?,403	3,604	4,205	4,605
Queen Anne's	10,200	17,758	14	1,841-2,422	2,341-2,922	-	2 991-3,572
St. Mary's	11,830	16,724	10	972-4,118	1,620-5,061	-	2,592-6,118
Somerset	10,855	15,155	10	0-2,350	-	-	-
Talbot	11,459	17,959	14	1,668-1,753	2,174-2,257	2,174-2,627	-
Washington	11,395	17,551	13	895-3,460	1,537-4,102	1,837-4,402	2,037-4,602
Wicomico	11,400	17,400	14	1,300	1,600	-	-
Worcester	11,475	19,165	13	1,359-2,178	1,765-2,615	-	-

NOTE: Longevity has not been included; see page 6 for these provisions.

*Where no dollar amounts are given in this table, the allowance for the preceding level of preparation applies until the next recognized level is achieved.

/Minimum and Maximum increase to $11,690 and $19,331, respectively. With 17 steps, as of 2/1/81.

#Personnel employed July 1, 19.5 and thereafter may advance 10 steps to a maximum of $18,025 only.

aTransitional salary scale for those employed prior to current year.

PART I (continued)

Salary Schedules - Maryland Public Schools: 1980-81
Teachers with Bachelor's Degree
(Based on Standard Professional Certificate)

Step on Schedule	Alle-gany	Anne Arundel	Balto. City*	Balti-more	Calvert	Caro-line	Carroll	Cecil	Charles	Dorchester	Fred-erick	Garrett
1	$ 11,440	$ 11,846	$ 11,690	$ 11,930	$ 11,830	$ 11,110	$ 11,174	$ 11,268	$ 11,830	$ 11,000	$ 11,463	$ 10,829
2	11,820	12,546	11,690	12,624	13,096	11,220	11,621	11,492	12,740	11,342	12,036	11,213
3	12,340	13,912	12,334	13,387	13,758	11,660	12,068	12,000	13,220	11,770	12,609	11,594
4	12,880	14,647	12,742	13,998	14,390	11,990	12,627	12,706	14,010	12,305	13,182	11,976
5	13,440	15,428	12,742	14,608	15,023	12,430	13,185	13,262	14,660	12,840	13,756	12,359
6	14,000	16,164	13,582	15,220	15,624	12,870	13,744	13,788	15,270	13,375	14,329	12,742
7	14,550	16,900	13,952	15,984	16,257	13,310	14,303	14,342	15,920	13,910	14,902	13,125
8	15,080	17,639	14,313	16,748	16,889	13,750	14,861	14,822	16,410	14,445	15,475	13,506
9	15,620	18,374	14,790	17,512	17,491	14,206	15,420	15,334	16,870	14,980	16,048	13,889
10	16,190	19,112	15,268	18,276	18,123	14,668	15,979	15,858	17,520	15,515	16,621	14,272
11	16,690	19,891	15,765			15,130	16,538	16,371		15,836	17,195	14,655
12	17,280		16,253			15,592	17,096	16,892		16,264	17,768	15,036
13	17,830		16,764			16,054	17,655	17,417				15,419
14	18,380		17,276			16,516	18,214	17,942				15,802
15			17,787					18,614				
16			18,311									
17			19,331									

NOTE: Salary schedules are for 10 months.
*Effective 2/1/81.

PART I (continued)

Salary Schedules - Maryland Public Schools: 1980-81
Teachers with Bachelor's Degree
(Based on Standard Professional Certificate)

Step on Schedule	Harford	Howard	Kent	Mont-gomery	Prince George's	Queen Anne's	St. Mary's	Somer-set	Talbot	Wash-ington	Wicomico	Wor-cester
1	$ 11,693	$ 11,342	$ 11,790	$ 12,103	$ 12,014	$ 10,200	$ 11,830	$ 10,855	$ 11,459	$ 11,395	$ 11,400	$ 11,475
2	12,226	12,239	12,140	12,827	12,735	10,491	12,120	11,255	11,956	11,908	11,700	12,797
3	12,759	13,497	12,480	13,555	13,456	11,363	12,685	11,655	12,456	12,421	12,100	13,402
4	13,292	14,144	12,820	14,280	14,177	11,944	13,251	12,155	12,954	12,934	12,500	13,921
5	13,825	14,790	13,170	15,007	14,897	12,526	13,855	12,655	13,454	13,447	12,900	14,441
6	14,358	15,938	13,620	15,733	15,738	13,107	14,423	13,155	13,952	13,960	13,400	15,046
7	14,891	16,084	14,080	16,459	16,459	13,688	14,988	13,655	14,451	14,473	13,900	15,564
8	15,425	16,732	14,540	17,186	≠ 17,180	14,270	15,554	14,155	14,949	14,986	14,400	16,169
9	15,958	17,378	15,000	17,912	≠ 17,901	14,851	16,121	14,655	15,448	15,499	14,900	16,689
10	16,489	18,025	15,460	18,637	≠ 18,622	15,433	16,724	15,155	15,945	16,012	15,400	17,206
11	17,023	≠18,670	15,910		≠ 19,343	16,014			16,445	16,525	15,900	17,812
12	17,557	≠19,319	16,490		≠ 20,063	16,595			16,942	17,038	16,400	18,331
13	18,088		17,170		≠ 20,784	17,177			17,440	17,551	16,900	19,165
14	18,622		17,980			17,758			17,939		17,400	
15	19,155		18,140									

NOTE: Salary schedules are for 10 months.
≠ Transitional scale applicable to persons employed prior to current year (date as specified by LEA)

PART I (continued)

Salary Schedules - Maryland Public Schools: 1980-81
Teachers with Master's Degree
(Based on Advanced Professional Certificate)

Step on Schedule	Alle-gany	Anne Arundel	Balto. City*	Balti-more	Calvert	Caro-line	Carroll	Cecil	Charles	Dorchester	Fred-erick	Garrett
1	$ 11,870	$ 13,288	$ 12,382	$ 12,840	$ 13,100	$ 11,770	$ 12,180	$ 12,218	$ 13,100	$	$ 12,609	$
2	12,250	13,991	12,382	13,693	14,390	11,880	12,738	12,442	14,010		13,182	
3	12,770	15,428	13,239	14,608	15,023	12,430	13,297	12,950	14,480		13,756	
4	14,120	16,164	13,660	15,374	15,624	12,870	13,856	13,656	15,270	14,445	14,329	12,594
5	14,700	16,900	13,660	16,136	16,257	13,310	14,414	14,212	15,920	14,980	14,902	12,977
6	15,300	17,639	14,528	16,901	16,889	13,750	14,973	14,738	16,560	15,515	15,475	13,360
7	15,900	18,374	14,870	17,664	17,491	14,206	15,532	15,262	17,170	16,050	16,048	13,742
8	16,500	19,112	15,285	18,430	18,123	14,668	16,091	15,772	17,670	16,585	16,621	14,124
9	17,090	19,891	15,744	19,192	18,786	15,130	16,649	16,284	18,140	17,120	17,195	14,507
10	17,690	20,629	16,250	19,957	19,388	15,592	17,208	16,808	18,780	17,655	17,768	14,890
11	18,250	21,363	17,010	20,717	20,020	16,054	17,767	17,321	19,420	18,190	18,341	15,272
12	18,850	22,102	17,396	21,483	20,652	16,516	18,325	17,842	19,900	18,832	18,914	15,654
13	19,450		17,908	22,246	21,254	16,978	18,884	18,367	20,380		19,487	16,037
14	20,030		18,293	23,011	21,886	17,440	19,443	18,892	20,840		20,060	16,420
15			18,878	23,774				19,564	21,710		20,633	16,802
16			19,383									17,185
17			20,406									

NOTE: Salary schedules are for ten months.
*Effective 2/1/81.

PART I (continued)

Salary Schedules - Maryland Public Schools: 1980-81
Teachers with Master's Degree
(Based on Advanced Professional Certificate)

Step on Schedule	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	$ 12,803	$ 12,576	$ 12,480	$ 13,555	$ 14,417	$	$ 12,802	$	$ 13,127	$ 12,290	$ 12,700	$ 12,834
2	13,403	13,521	12,820	14,401	15,138		13,326		13,633	12,803	13,000	14,249
3	14,002	14,844	13,170	15,248	15,858		13,856		14,138	13,316	13,400	14,854
4	14,602	15,492	13,510	16,096	16,579	13,785	14,423	13,005	14,643	13,829	13,800	15,374
5	15,202	16,139	13,970	16,942	17,300	14,366	14,988	13,505	15,148	14,342	14,200	15,893
6	15,800	16,785	14,430	17,791	18,141	14,947	15,554	14,005	15,653	14,855	14,700	16,498
7	16,400	17,432	14,880	18,636	18,862	15,529	16,121	14,505	16,157	15,368	15,200	17,015
8	17,001	18,078	15,460	19,483	19,583	16,039	16,724	15,005	16,663	15,881	15,700	17,620
9	17,601	18,727	16,030	20,332	20,304	16,691	17,292	15,505	17,167	16,394	16,200	18,141
10	18,200	19,373	16,600	21,179	21,025	17,273	17,858	16,005	17,672	16,907	16,700	18,659
11	18,800	20,020	17,060	22,027	21,745	17,854	18,425	16,505	18,177	17,420	17,200	19,264
12	19,400	20,665	17,750	22,873	22,466	18,436	19,030	17,005	18,681	17,933	17,700	19,783
13	20,000	21,312	18,430	23,721	23,187	19,017	19,671	17,505	19,186	18,446	18,200	20,616
14	20,598	21,961	19,350	24,568	23,908	19,598	20,163		19,692	18,959	18,700	21,343
15	21,198	[illegible],608	19,530			20,180	20,842			19,472		
16										19,985		
17										20,498		
18										21,011		

NOTE: Salary schedules are for 10 months.

PART I (continued)

Salary Schedules - Maryland Public Schools - Longevity Provisions: 1980-81

Allegany	-	$430 after 20 years of creditable service in Allegany County.
Anne Arundel	-	$736-$739 after 19, 24, and 29 years of service, 10 of which were in Anne Arundel County.
Baltimore City	-	$283-$345 after 19 years of service and $823-$834 after 24 years of service, depending upon degree status.
Baltimore	-	$550 after 19, 24, 29, 34 and 39 years of service, total $2,750.
Calvert	-	$633 after 24 and 29 years of service with Master's Degree or higher.
Caroline	-	$574-$581 after 19, 24, and 29 years of service with at least 10, 15 and 20 years, respectively, in Caroline County.
Carroll	-	$559 after 20 years of service.
Cecil	-	$600 with 18 and 23 years of service with no less than 9 and 14 years, respectively, in Cecil County Public Schools.
Charles	-	$560 after 19 years of service with APC and higher.
Dorchester	-	$749-$1,070 after 14, 16, and 21 years of service.
Frederick	-	$430 after 19, 19.5, 24 and 24.5 years of service with Master's Degree or higher, total $1,720.
Garrett	-	$765 after 20 and 25 years of service, 10 and 15 years, respectively, of which must have been in Garrett County.
Harford	-	$300 after 20, 25 and 30 years of creditable service in Harford County Public Schools, total $900.
Howard	-	$612-$648 at 15, 20 and 25 years of service.
Kent	-	$520-$540 after 20 years with APC or higher.
Montgomery	-	$605 after 18, 23 and 28 years of creditable service with Master's Equivalent or higher.
Prince George's	-	$241 after 17 years, $360 after 19 years, and $480 after 24 years of creditable service.
Queen Anne's	-	$540 after 18 years of creditable service in Queen Anne's County with APC, having tenure in Queen Anne's Co., and holding a first class APC certificate.
St. Mary's	-	$500 after 19 and 24 years of creditable service.
Somerset	-	$700 after 19 years of service.
Talbot	-	$350 after 19 years of creditable service with at least 10 years in Talbot County.
Wicomico	-	$500 after 19 and 24 years of service for teachers having tenure in Wicomico County.
Worcester	-	$300 after 25 years of service with at least 15 years in Worcester County.

PART II

Maximum Salaries Provided Under Present Salary Schedules for Selected Positions*: Maryland Public School Systems: 1980-81

Local Unit	Superintendent	Assistant Superintendent	Director	Supervisor			
				Master's	Master's + 30	Master's + 60	Doctor's
Allegany	$44,980	$34,560	$ -	$29,600	$ -	$ -	$ -
Anne Arundel	55,000	51,756 Deputy 46,965 Asst.	42,606	37,798	-	-	-
Baltimore City	57,500	47,907 Deputy 40,167 Area 36,012 Asst.	29,071	20,706	21,948	-	22,777
Baltimore	52,500	46,500 Deputy 44,400 Assoc. 41,600 Asst.	38,466	34,633	35,850	36,458	37,066
Calvert	44,730	41,811	39,198 37,878 Asst.	32,413	34,139	35,952	36,585
Caroline	35,000	-	30,645	27,801	29,141	-	29,541
Carroll	45,400	36,021	33,273	30,316	31,116	-	31,916
Cecil	40,000	37,188	35,202	30,358	31,268	31,758	31,958
Charles	45,500	40,000 Deputy 37,000 Asst.	34,717 29,714 Asst.	29,714	-	-	-
Dorchester	35,500	35,000	32,248	28,880	30,164	-	31,448
Frederick	47,000	39,561 Asst. 38,150 Area	36,455 38,150 Area	31,074	-	-	32,074
Garrett	36,200	33,143	32,193	29,091	29,591	30,091	30,591
Harford	46,967	40,572 Deputy	35,608	29,392	31,844	-	32,444
Howard	47,000	43,250 Assoc. 40,900 Asst.	36,841	34,607	35,184	-	35,827
Kent	45,400	-	36,300	29,251	29,751	30,101	30,301
Montgomery	65,000	55,000 Deputy 51,124 Assoc.	46,622 43,134 Asst.	37,472	-	-	-
Prince George's	61,167	52,854 Deputy 49,925 Area	44,866	33,287	34,729	35,449	35,929
Queen Anne's	37,500	-	28,900	28,179	28,859	-	29,743
St. Mary's	40,000	38,000	36,274	29,422	30,588	-	31,172
Somerset	38,800	31,600	25,950	25,150	-	-	-
Talbot	43,000	30,000	-	27,114	27,820	28,349	-
Washington	46,000	37,500 Deputy	33,412	29,440	30,390	-	30,715
Wicomico	40,300	-	32,000	29,250	29,550	-	30,050
Worcester	41,503	34,714	-	30,510	30,945	-	-

PART II (continued)

Maximum Salaries Provided Under Present Salary Schedules for Selected Positions*

Maryland Public School Systems: 1980-81

Local Unit	Principal				Assistant Principal			
	Master's	Master's + 30	Master's + 60	Doctor's	Master's	Master's + 30	Master's + 60	Doctor's
Allegany	$ 30,330	$ -	$ -	$ -	$ 23,790	$ -	$ -	$ -
Anne Arundel	40,290	-	-	-	34,683	-	-	-
Baltimore City	29,610	30,687	-	31,763	22,777	23,688	-	24,599
Baltimore	35,533	36,750	37,358	37,966	33,383	34,600	35,208	35,816
Calvert	34,728	36,578	38,520	39,198	30,098	31,701	33,384	33,972
Caroline	28,760	30,146	-	30,646	24,925	26,126	-	26,626
Carroll	32,367	33,167	-	33,967	27,242	28,042	-	28,842
Cecil	32,074	32,984	33,474	33,674	27,495	28,405	28,895	29,095
Charles	35,517	-	-	-	26,713	-	-	-
Dorchester	29,280	30,564	-	31,848	27,180	28,464	-	29,748
Frederick	35,455	-	-	36,455	31,074	-	-	32,074
Garrett	29,742	30,242	30,742	31,242	23,829	24,329	24,829	25,329
Harford	31,189	33,641	-	34,241	28,298	30,750	-	31,350
Howard	36,816	37,393	-	38,036	30,680	31,257	-	31,900
Kent	30,601	31,101	31,451	31,651	25,093	25,593	25,943	26,143
Montgomery	46,622	-	-	-	35,292	-	-	-
Prince George's	36,287	37,729	38,449	38,929	32,287	33,729	34,449	34,929
Queen Anne's	28,800	29,496	-	30,399	26,936	27,586	-	28,431
St. Mary's	32,823	33,989	-	34,573	24,823	25,989	-	26,573
Somerset	25,150	-	-	-	16,855	-	-	-
Talbot	27,466	28,184	28,720	-	21,242	21,746	22,116	-
Washington	32,137	33,087	-	33,412	27,023	27,993	-	28,318
Wicomico	30,400	30,700	-	31,200	25,900	26,200	-	26,700
Worcester	31,141	31,576	-	-	27,112	27,636	-	-

NOTE: Includes Longevity.

*Where no dollar amounts are given, the allowance for the preceding level of preparation applies until the next recognized level is achieved.

Salary Schedules for Principals, Assistant Principals, and Supervisors: Maryland Public Schools: 1980-81

Local Unit	Principals	Assistant Principals	Supervisors
Allegany	$27,720-$29,900 less $300 or $500 deduction (depending upon entry date) for each year less than 14 + $430 after 20 years	$22,320-$23,360 less $300 or $500 deduction (depending upon entry date) for each year less than 14 + $430 after 20 years	$29,170 less $300 or $500 (depending) upon entry date) for each year less than 14 + $430 after 20 years
Anne Arundel	$25,337-$40,290	$22,845-$34,683	$25,337-$37,798
Baltimore City	$27,950-$38,922	$23,237-$30,242	$27,950-$35,065
Baltimore	1.17 x teacher salary + differentials ranging from $2,550-$4,500	1.17 x teacher salary + differentials ranging from $1,300-$2,350	1.17 x teacher salary + differentials ranging from $2,850-$3,600
Calvert	1.15-1.50 x teacher salary	1.30 x teacher salary	1.40 x teacher salary
Caroline	1.3-1.5 x teacher salary	1.15-1.3 x teacher salary	1.45 teacher salary
Carroll	$19,867-$33,967	$18,843-$28,842	$21,917-$31,916
Cecil	$17,862-$33,674	$17,862-$29,095	$25,308-$31,958
Charles	$18,411-$35,517	$17,410-$25,712	$25,414-$29,714
Dorchester	$18,934-$31,848	$15,945-$29,748	$20,534-$31,448
Frederick	$19,474-$36,455	$19,474-$32,074	$21,227-$32,074
Garrett	$16,830-$31,243	$18,784-$25,329	$24,045-$30,591
Harford	1.2 x teacher salary + differential ranging from $1,318-$4,671	1.0-1.2 x teacher salary + differential ranging from $959-$1,780	1.2 x teacher salary + $2,874
Howard	.35-.50 x appropriate step on Master's scale + teacher's salary	.05-.25x appropriate Master's scale + teacher's salary	.21-.41x appropriate Master's scale + teacher's salary
Kent	$22,191-$31,651	$21,661-$26,143	$24,629-$30,300
Montgomery	$28,320-$46,622	$26,142-$35,292	$28,320-$37,472
Prince George's	1.2 x teacher salary + differentials ranging from $2,100-$6,300	1.2 x teacher salary + differentials ranging from $1,100-$2,300	1.2 x teacher salary + differentials ranging from $2,100-$4,300
Queen Anne's	1.23-1.39 x teacher salary	1.23-1.30 x teacher salary	1.31-1.36 x teacher salary
St. Mary's	$21,278-$34,573	$19,330-$26,573	$23,319-$31,172
Somerset	*	*	*
Talbot	$20,115-$28,370 less 1% for each year of experience less than 14 + $350 after 19 years	1.0-1.2 x teacher salary + differential of $750 for SPC and $1,200 for APC + $350 for longevity	$24,642-$27,999 less 1% for each year of experience less than 14 + $350 after 19 years
Washington	$21,205-$33,412	$21,205-$28,318	$24,263-$30,715
Wicomico	$15,450-$31,200	$13,050-$26,700	$19,650-$30,050
Worcester	Teacher salary + $1,000 for teaching principal; $26,348-$31,576 for supervising principals	1.0-1.2 x teacher salary + $1,000	$28,185-$30,945

NOTE: Use of the term "teacher salary" indicates that adjustments for degree status are included.

*Data not available.